To: "Suzanne Simms" <Suzannes@daveramsey.com>, "Brian Williams" <Brian.Williams@daveramsey.com> Situation Subject: Fwd: 1 Date: Mon, 20 May 2019 14:08:29 -0000 **Importance:** Normal Jeremy Breland **Executive Vice President** Ramsey Personalities 1 Ramsey Solutions From: Jennifer Sievertsen < jennifer.sievertsen@daveramsey.com> Sent: Friday, December 21, 2018 1:40 PM To: Operating Board Subject: Situation Here's an overview of what we've dealt with the last day with and where we landed (overview for Mayfield/Winston/Rachel): • Last summer began talking to Jeremy and Brian and Suz about his marriage issues. He also spoke with Dave to tell him about it. painted as completely crazy. We believed him. Just prior to Thanksgiving, called Jeremy accusing of having an affair with after ' phone). The conversation was listening to a conversation had with tapped spewing to about his horrible marriage and how crazy is. 1% was that she looked good in her shirt and that he missed seeing her the last few days and he missed seeing her within a few hours of waking up. • Jeremy and Brian spoke with and asked him if there was an affair – he said no – and admonished him for going to any female to complain about his marriage. Jen spoke with marriage issues or compliment her like that. She has to shut it down immediately with anyone and as she's recently divorced. Dave, Jeremy, Brian, Suzanne and Jen met with to re-emphasize all of these points and AND we determined we'd put extra people and an extra female with 's suggestion).

From: "Jeremy Breland" < Jeremy.Breland@daveramsey.com>

•	went to Dave's house about the same time and met with Dave and Sharon and talked for hours about
	how broken his marriage is and how he's ready to move out. They advised strongly to not move out right
	before Christmas for his sake and that he and needed to be in counseling together instead of
	seeing separate counselors.
•	came in yesterday end of day demanding to meet with Dave. She met with Dave, Jeremy and Brian
	W and was very emotional and all over the place with her accusations against . Called in
	and get to truth but it was still very messy and was denying what she said.
	of this to their elders.
•	and were supposed to meet with their pastor and elders last night at 6:30pm. Dave asked that
	the meeting be moved to our office since they seemed to be the third party that could confirm or deny what
	was saying. Jen joined the meeting.
•	The elders quickly confirmed that had a sexual affair with a team member here. He
	"rekindled it" emotionally It ended when someone from here (not
	sure who) called and she confronted him. They walked with their church elders to process it at the
	time. admitted this once confronted.
•	For the past 4-ish years,
	. It ended in September. discovered it 2-ish weeks ago as
	have been walking through a healing process and began telling the details.
	admitted this in front of us once he was confronted by the elders.
•	Jeremy and Dave met with before board meeting this morning and he was very broken and admitted
	again to the two situations. Said there was nothing else.
•	Met with board this morning and recapped all of above then joined and Judy (who was at the meeting
	last night from their church) joined on so behalf since had to be at Vandy all morning so
	could get his treatment. All got rehashed again and board members asked many questions. The only new
	information was that was flirty with one of our but there was never
	any touching or any outside of work contact (both were at a few live events). No contact since. This is the
	only piece of info that has proactively provided vs "getting caught" on the other stuff.
•	We gave every opportunity to tell us if there was ANYTHING else and he said no.
	we decided today as a board:
•	The physical affair was over ago and that matters (it wasn't recent) and the recent affair was
	emotional and some touching. has been here and that matters in how we deal with this.
•	with extra reinforcement .
•	As soon as the will go on sabbatical for at least the month of February.
•	Completely for an additional 6 months.
•	Walks a healing path that we help put together with counselors, 1-2 weeks at some time with Dave
	and Stephen Mansfield, etc. All will report back to us so that we're all hearing/seeing the same things.

• If anything else comes out that he hasn't already told us, we will fire him.

• If he is not healing and we can't rebuild trust in him, he won't be able to stay and we may make that determination at any point. This decision is the decision for today, but there's no guarantee he makes the turn needed to be able to stay long term. It does give us a little bit of runway to make alternate plans.

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